ARTICLE II

GOVERNANCE

Section 2.1 General Governance. The strategy and ongoing purpose of the Employee Resource Groups shall be managed and supported centrally by the Office of Institutional Diversity and Inclusion. The focus of the Office of Institutional Diversity and Inclusion in regards to the ERGs shall be to, among other things, adopt policies and practices that govern the implementation of the purposes and mission through approved programs and services, as well as managing and overseeing the availability of adequate resources for that purpose.

a) An overarching strategy for the ERGs shall be provided by the Office of Institutional Diversity and Inclusion, which will monitor common frameworks for all approved ERGs and facilitate organizational support, as appropriate

incumbent Co-Chairs to identify other actively engaged members who may be interested in taking on a leadership role.

b) It is recommended, but not necessary, to stagger terms to provide for some continuity in ERG leadership.

Section 2.4 Resignation. An ERG Co-Chair may resign their post at any time by delivering a written resignation to the Office of Institutional Diversity and Inclusion. Expedited effort should be made to fill any vacancy created through resignation.

Section 2.5 ERG Leadership Meetings. The Office of Institutional Diversity and Inclusion will arrange for regular meetings with ERG Co-Chairs on at least a quarterly basis for, among other purposes, the review of ERG priorities and activities, coordination of efforts where appropriate, and information sharing.

Section 2.6 Special Meetings. Special or a

September 1 of each year using the template in the appendix. These work plans have four main components: (1) employee engagement, (2) contributions to professional